



University Council



May 6, 2025



Agenda

- Introductory Announcements
 - Personnel
 - Shared Leave
 - Commencement
 - Welcome Center
- Information
 - CUPA
 - FY2026 Budget Update
 - Ombud
- Discussion Items
 - JM Partner Solutions Report
- Wrap-Up
 - Follow-ups
 - June Meeting
 - Future Discussion Topics



Shared Leave Donations





Human Resources

**DONATE VACATION
LEAVE TO THE
SHARED LEAVE POOL**



**Vacation Time with Purpose:
Donate to the Shared Leave Pool**



May 2, 2025 by [Deidre Mings](#)

Make Your Time Matter: Donate Vacation Leave to the Shared Leave Pool

As the end of the fiscal year approaches on **June 30**, Missouri State University invites you to turn unused vacation leave into something powerful — **support for a colleague in need**.

What is the Shared Leave Pool?

The **Shared Leave Pool** is a voluntary program that allows employees to donate accrued **vacation leave** to a central bank of hours. These hours are then available to qualifying employees who are experiencing a serious medical condition (their own or that of an immediate family member) or who are welcoming a child through birth, adoption or placement.


Shared Leave can help prevent loss of income during extended absences from work. When employees have exhausted their own paid leave balances, this program offers them a safety net — provided by the generosity of colleagues like you.

As of 07/01/2024: Expanded Parental Leave

Effective **July 1, 2024**, eligible employees may receive up to **80 hours of Shared Leave for Parental Leave** without needing to use their own vacation or **sick time** first.

Limited-Time Opportunity: Donate More!


From now through **June 30**, the **maximum donation limit** has been **temporarily increased from 48 to 64 hours**. If you've already donated 48 hours previously, this is your opportunity to contribute **up to 16 additional hours** and help us meet a critical campus need.

 *Per policy: Employees may not exceed 48 hours of donated leave unless the Office of Human Resources communicates a need for more donations. This temporary increase is one such opportunity.*



Help Reach Our Goal

The **Shared Leave Committee** is working toward a goal of **2,500 donated hours by June 30**. Donations can be made in **one-hour increments**, and every hour matters.

 *Eligible employees must donate at least **eight hours** to be eligible to receive Shared Leave in the future.*

When you give to the Shared Leave Pool, you're not just donating hours — **you're providing peace of mind, relief and support** to someone in your MSU family during a time of need.

How to Donate

- Log into the **MyMissouriState** portal
- Click the **Time & Leave Resources** card
- Select **Shared Leave Pool (Requests & Donations)**

Missouri State is a community that cares. Join us in lifting one another up — donate vacation leave today and make your time count in the best possible way.

 Stay informed!

Follow the [**HR Blog**](#) and [**Wellness Blog**](#) for more updates and wellness resources.



CUPA Results



**COLLEGE AND UNIVERSITIES PROFESSIONAL ASSOCIATION
(CUPA) REPORT UPDATE**

College and University Professional Association (CUPA) Report Update

2024-25 Faculty and Staff Salary Comparisons					
Academic Year	Staff Comparison ⁺	Faculty Salary Compared to CUPA Peer Salary			
		Non-tenure Track		Tenured / Tenure Track	
		Average	Median	Average	Median
2016-17	NA	88.9%	95.3%	95.6%	99.0%
2017-18	90.1%	87.5%	92.9%	96.4%	102.2%
2018-19	90.0%	86.2%	94.2%	93.5%	100.4%
2019-20*	91.0%	88.0%	96.4%	93.2%	99.8%
2020-21*	90.3%	85.8%	96.6%	92.8%	100.0%
2021-22*	91.1%	90.3%	101.2%	96.4%	102.6%
2022-23*	92.8%	85.7%	102.2%	99.9%	106.6%
2023-24 [^]	92.8%	83.9%	94.3%	98.2%	103.5%
2024-25 [^]	91.6%	88.0% [°]	84.6% [°]	97.6%	103.8%

* Faculty comparison is to CUPA Public Doctoral/Professional Institutions

[^] Faculty comparison is to CUPA Public Doctoral/Professional and Master's: Larger Programs Institutions

⁺ Staff compared to mid-point of MSU salary range

[°] CUPA no longer collects rank information on non-tenure track faculty, comparison is not weighted for rank starting in 2024-25.

Faculty and Staff Salary Comparison Adjusted for Cost-of-Living					
Academic Year	Staff Comparison	Faculty Salary Compared to CUPA Peer Salary			
		Non-tenure Track		Tenured / Tenure Track	
		Average	Median	Average	Median
2024-25	98.9%	95.0%	91.3%	105.4%	112.1%



Discussion